IN THE CLAIMS

Kindly amend the claims as follows, cancelling Claim 3 without prejudice or disclaimer.

1.   (Currently amended)   A hosted learning management training system for training employees, each employee having a unique identifier, comprising:

at least one local computer having a low bandwidth connection;

a high bandwidth training program resident with said local computer, said training program including an interactive test having questions;

a first human-computer interface connected to said local computer enabling an employee to enter answers to said questions in said local computer;

a remote computer server at a central location communicatable with said at least one local computer via said low bandwidth connection and receiving low bandwidth test information from said at least one local computer via said low bandwidth connection; and

a second interface enabling a manager to access said low bandwidth test information on said central server,

wherein when an employee interacts with said training program, said local computer transmits only the employee's identifier and said low bandwidth test information to said central server thereby allowing dynamic managerial oversight.

2.   (Currently amended)   A hosted learning management training system for training employees according to Claim 1, further comprising software resident on said central server for

sorting said <u>low bandwidth</u> test information.

3.   (Cancelled).

4.   (Previously presented)   A hosted learning management training system for training employees according to Claim 1, wherein said second interface includes an Internet connection allowing remote access to said central server.

5.   (Currently amended)   A hosted learning management training system for training employees according to Claim 4, said second human-computer interface comprising a dynamically created website, wherein when a manager accesses said website, said <u>low bandwidth</u> test information is visually updated and presented to the manager.

6.   (Currently amended)   A hosted learning management training system for training employees according to Claim 5, further comprising sorting software for sorting said <u>low bandwidth</u> test information by at least one of the following categories: by store, by employee, by question, by training program, by employee type, by score, by test start time, by test end time, by test duration, by question, by answer, by employee question response time, by district, by region, and company-wide.

7.   (Previously presented) A hosted learning management training system for training

employees according to Claim 1, wherein said first interface includes at least one of a keyboard,

a mouse, a touch-screen, voice recognition software, a hand-held device, a wireless hand-held

device, and an interactive voice response system using a telephone.

8.   (Previously presented) A hosted learning management training system for training

employees according to Claim 1, said local computer being owned by a first company and said

remote server being owned by a second information company servicing the first company.

9.   (Currently amended)   A hosted learning management training system for training

employees according to Claim 1, wherein multiple of said at least one local computer are each

provided in selective communication with said server via respective said low bandwidth

connections.

10.   (Previously presented) A hosted learning management training system for training

employees according to Claim 2, wherein when said employee's answers are tallied by said

sorting software, results from said tallying are transmitted from said server to said local computer

and are accessible to the employee, said results including at least one of the correct answers, the

employee's running score, and the employee's final score.

11.   (Currently amended)   A hosted learning management training system for training

employees according to Claim 1, wherein said high bandwidth training program resides locally

on at least one of the following media: a CD-ROM playable on said local computer; a DVD

playable on said local computer; a videotape playable in close proximity to said local computer;

an audio cassette playable in close proximity to said local computer; and at least one software file

on said local computer.

12.   (Currently amended)   A hosted learning management training system for training

employees according to Claim 1, wherein said <u>low bandwidth</u> test information includes at least

one of the following: employee identifier, test version identification, test start time, test

completion time, test duration, time spent on each question, and the answers entered by said

employee.

13.   (Currently amended)   A method of training employees via a hosted learning management

training system, each employee having a unique identifier, comprising the steps of:

        a) presenting a <u>high bandwidth</u> training program including a test having questions on at

least one device associated with a local computer <u>having a low bandwidth connection</u>;

        b) enabling an employee to take the test and enter answers to the questions on the local

computer via a first human-computer interface connected to the local computer;

        c) providing a remote computer server at a central location in communication with the at

least one local computer <u>via the low bandwidth connection and adapted to receive low bandwidth</u>

<u>test information from the at least one local computer</u>;

        d) transmitting from the local computer to the central server only the employee identifier

and the low bandwidth test information via the low bandwidth connection when an employee

interacts with the training program; and

e) enabling a manager to access the low bandwidth test information from the central

server in real time.

14.   (Currently amended)   A method of training employees via a hosted learning

management training system according to Claim 13, further comprising the step of enabling a

manager to access the low bandwidth test information remotely.

15.   (Previously presented)   A method of training employees via a hosted learning

management training system according to Claim 14, wherein said manager-access-enabling steps

further comprise the step of providing a second human-computer interface in communication

with said server.

16.   (Currently amended)   A method of training employees via a hosted learning

management training system according to Claim 15, further comprising the step of dynamically

creating a web page with updated low bandwidth test information when the manager accesses the

low bandwidth test information.

17.   (Currently amended)   A method of training employees via a hosted learning

management training system according to Claim 16, further comprising the step of sorting the

low bandwidth test ~~info~~ information by at least one of the following categories: by store, by

employee, by question, by training program, by employee type, by score, by test start time, by test

end time, by test duration, by question, by answer, by district, by region, and company-wide.

18. (Previously presented) A method of training employees via a hosted learning

management training system according to Claim 13, wherein the local computer is owned by a

first company and the remote server is owned by a second information company servicing the

first company.

19. (Currently amended) A method of training employees via a hosted learning

management training system according to Claim 13, further comprising the step of providing

multiple local computers each provided in selective communication with the server via respective

low bandwidth connections.

20. (Previously presented) A method of training employees via a hosted learning

management training system according to Claim 13, further comprising the step of transmitting

from the server to the local computer for access by the employee at least one of: i) answers tallied

on the server; ii) a test score; iii) test progress; and iv) test authorization.

21. (Previously presented) A method of training employees via a hosted learning

management training system according to Claim 18, wherein the first company pays a

subscription fee to the second information company for each of its employees participating in the training program.

22.   (Previously presented) A method of training employees via a hosted learning management training system according to Claim 13, further comprising the step of detecting employee cheating on a training program test by recording the employees' response time to each question.

23.   (Previously presented) A method of training employees via a hosted learning management training system according to Claim 22, said detecting step further comprising the step of comparing a given response time by one employee to a given question to other response times by other employees to the same question.

24.   (Withdrawn)   A hosted learning management training system for training employees, each employee having a unique identifier, comprising:

an interactive voice response (IVR) system;

a training program resident with said IVR system, said training program including an interactive test having questions;

a first interface connectable to said IVR system enabling an employee to enter answers to said questions in said IVR system;

a remote computer server at a central location communicatable with said IVR system,

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wherein when an employee interacts with said training program, said IVR system transmits only the employee's identifier and test information to said central server.

25.   (Withdrawn)   A hosted learning management training system for training employees according to Claim 24, further comprising software resident on said central server for sorting said test information.

26.   (Withdrawn)   A hosted learning management training system for training employees according to Claim 25, further comprising a second interface enabling a manager to access said test information on said central server.

27.   (Withdrawn)   A hosted learning management training system for training employees according to Claim 26, wherein said second interface includes an Internet connection allowing remote access to said central server.

28.   (Withdrawn)   A hosted learning management training system for training employees according to Claim 27, said second human-computer interface comprising a dynamically created website, wherein when a manager accesses said website, said test information is visually updated and presented to the manager.

29.   (Withdrawn)   A hosted learning management training system for training employees

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according to Claim 28, further comprising sorting software for sorting said test information by at least one of the following categories: by store, by employee, by question, by training program, by employee type, by score, by test start time, by test end time, by test duration, by question, by answer, by employee question response time, by district, by region, and company-wide.

30.   (Withdrawn)   A hosted learning management training system for training employees according to Claim 24, wherein said first interface includes a telephone.